

EXHIBIT A
EARNINGS CODES INCLUDED IN RETIREMENT BASE EARNINGS
As of 7/1/2009 or Later

EARNING CODE	EARNING CODE TITLE	EFFECTIVE DATE (New Codes)
A127	UAAL 1.9% Reduction (Gross Adjustment)	
AABP	Back Pay Adjustment	
AADD	Retro ADDON Pay Adjustments	
AADJ	Salary Ordinance Adjustments (affects only Legislative members in order to comply with an exact Salary amount)	
AAPP	Retro Promotion Pay Adjustments	
ACOR	Paycheck Correction Adjustments	
AEMM	Extended Military Leave Pay Differential	4/4/09
AMRT	Retro Merit Increase Adjustments	
AOCA	Retro OCA Pay Adjustments	
AOPP	Overpaid Paramedic Add-on Payments	
APAR	Underpaid Paramedic Add-on Payments	
APRC	Pay Reduction Correction	
APRO	Retro Promotion Pay Adjustment	
OCA	OCA Pay	
REG	Regular Pay	
12SP	2nd Watch Shift	
12WM	Two-wheel Motorcycle (POA)	
12WP	2nd Watch Shift Differential Pay	
13SP	3rd Watch Shift	
13WM	Three-wheel Motorcycle (MEA)	
13WP	3rd Watch Shift Pay – PO1	
1911	Police Phone Dispatch Assignment Pay	
1AC1	Asbestos Containment Team - MEA	
1ACH	Fire Accelerant Canine Handler	
1ACT	Asbestos Containment Team – Local 127	
1ADM	Administrative Assignment Pay	
1AFS	Airport Fire Station Transfer Desk	
1AHT	Fire Accelerant K9 Handler (Temp)	8/13/09
1AOP	Air Operations Pay - Local 145	
1AP1	Advance Post Cert. Pay - PO1	
1APP	Advanced Post Certificate	
1APT	Annual Pump Testing Station 28	
1ARP	Traffic Accident Reconstruction Certification Pay	
1AS1	ASE1 Technician Auto / Light Truck Level I	
1AS2	ASE2 Technician Auto / Light Truck Level II	
1AS3	ASE3 Technician Auto / Light Truck Level III	
1ASC	Master ASE Auto / Light Truck Certification	
1AST	Air Support Trainer Pay	
1ATP	Academy Training Pay - POA	
1BAR	Breathing Apparatus Repair Station 36	
1BFC	Backflow Certification	
1BID	Bilingual - Dispatcher	
1BIF	Bilingual Pay – Local 145	
1BIP	Bilingual Pay - POA	

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1BIR	Bilingual Pay – Regular	
1BMO	Battalion Medical Officer	
1CAD	CADD Certification Pay	
1CB2	Class B License - Ongoing	
1CBO	International Conference of Building Official Pay	
1CCP	Corrosion Control Painter	
1CIP	Core Instructor Pay	
1CR1	Collision Repair & Refinishing Cert. – 1	
1CR2	Collision Repair & Refinishing Cert. – 2	
1CR3	Collision Repair & Refinishing Cert. – 3	
1CRC	Cross Connection Certificate	
1CRI	Cliff Rescue Instructor	
1CRM	Collision Repair & Refinishing Cert. - Masters	
1CRO	Community Relations Officers	
1CRP	Chemical Engineering Registration	
1CS1	Confined Space - Local 127	
1CS2	Confined Space - MEA	
1DAE	Damage Analysis & Estimating Certificate	
1DCP	Police Post Dispatch Certification Pay	
1DDP	D Division Pay - Fire	
1DEC	ABFDE Document Exam Certification Pay	
1DET	Detective Pay	
1DIV	Dive Team Pay	
1DO3	California Dept. of Health Services Certified Distribution Operator Certificate – Grade 3	
1DO4	California Dept. of Health Services Certified Distribution Operator Certificate – Grade 4	
1DO5	California Dept. of Health Services Certified Distribution Operator Certificate – Grade 5	
1DTP	Dispatcher Training Pay	
1EGR	Engineering Geologist Pay	
1EM2	Emergency Medical Lifeguard	
1EMD	EMD Certification Pay Dispatchers	
1EMS	EMS Specialty Pay (Stations 26, 44 or 41)	
1EMT	Emergency Medical Technician	
1ENP	Emergency Negotiator	
1EOD	Explosive Ordinance Squad (Fire)	
1EOT	Explosive Ordinance Fire (Temp)	8/13/09
1ERP	Registration Pay for Engineers	
1ESR	Structural Registration Pay	
1FAA	Fire Administration Assignment Pay	
1FLP	Flight Pay (POA)	
1FMA	California Fire Mechanic Academy Master Certificate – Level 3	
1FTA	FTO Administrative Training Pay - POA	

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1FTC	Field Training Pay - Community Service Officer	
1FTO	Field Training Pay	
1G3C	Voluntary Grade III Certification Pay – Local 127	
1G4C	Voluntary Grade IV Certification Pay – Local 127	
1G5C	Voluntary Grade V Certification Pay – Local 127	
1GGS	Grounds / Greenskeeper Equipment Operation Supervision	
1GIS	Geographic Information System Certification Pay	
1GRP	Geologist Registration Pay	
1HBU	Harbor Unity Pay	
1HR1	Heavy Rescue Specialty Pay – Level 1	
1HR2	Heavy Rescue Specialty Pay – Level 2	
1HR3	Heavy Rescue Specialty Pay – Level 3	
1HR4	Heavy Rescue Specialty Pay – Level 4	
1HSR	Hose Repair - Station 20	
1HT1	ASE Medium / Heavy Truck Technician Certification Pay Level I	
1HT2	ASE Medium / Heavy Truck Technician Certification Pay Level II	
1HT3	ASE Medium / Heavy Truck Technician Certification Pay Level III	
1HZM	Hazardous Materials Squad (Fire)	
1HZS	Hazardous Materials Squad - Special	
1HZT	Hazardous Materials Squad (Temp)	8/13/09
1IP1	Intermediate Post Certification Pay - PO1	
1IPP	Intermediate Post Certificate	
1IRW	International Right of Way Certification Pay	
1IST	In-Service Training Pay - POA	
1K9C	Canine Unit Pay	
1K9T	Canine Training Pay	
1LAL	Landscape Architect License	
1LDR	Ladder Repair Station 40	
1LPE	Latent Print Exam Certification Pay	
1M1C	Multiple Certification Pay – MEA \$.25	
1M2C	Multiple Certification Pay – MEA \$.50	
1M3C	Multiple Certification Pay – MEA \$.75	
1MC1	Multiple Certification Pay - \$.30 /hr	
1MC2	Multiple Certification Pay - \$.55 / hr	
1MC3	Multiple Certification Pay - \$.80 / hr	
1MC4	Multiple Certification Pay - Factor of Base Pay	
1MC5	Multiple Certification Pay - Factor of Base Pay	
1MHT	ASE Master Medium / Heavy Truck Certification	
1MLS	Master Library Science Degree	
1MMC	ASE Master Mechanic Certification - MEA	
1MPP	Mounted Patrol	

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1MPT	Mounted Patrol Trainer	
1MST	Metro Arson Strike Team	
1NSP	Night Shift Pay	
1PAL	Pesticide Applicators License	
1PAR	Paramedic Pay	
1PMS	Paramedic 12 Hr Shift Pay	
1PSP	Paramedic Specialty Pay (must be reaffirmed annually)	
1PTO	Paramedic Training Officer	
1RIP	Reserve Instructor Pay	
1RRI	River Rescue Team – 11/15-04/15	
1RTP	Range Training Pay - POA	
1SEQ	Small Equipment Repair Station 23	
1SRT	Special Response Team Pay	
1SSP	Split Shift Pay	
1STR	STAR Team	
1SWR	SWAT Trainer Pay	
1SWS	SWAT Sniper Pay	
1SWT	SWAT Team Pay	
1T1C	Plant & Tank Vol. Cert. Pay - MEA - Grade II	
1T2C	Plant & Tank Vol. Cert. Pay - MEA - Grade III	
1T3C	Plant & Tank Vol. Cert. Pay - MEA - Grade IV	
1TC1	Plant & Tank Vol. Cert. Pay - Local 127 - Grade II	
1TC2	Plant & Tank Vol. Cert. Pay - Local 127 - Grade III	
1TC3	Plant & Tank Vol. Cert. Pay - Local 127 - Grade IV	
1WC1	American Welding Society Certificate – Level 1	
1WC2	American Welding Society Certificate – Level 2	
1WC3	American Welding Society Certificate – Level 3	
1WT5	Water Operations Grade 5 Pay	
5ALB	A/L Bereavement	
5ALS	A/L School Volunteer	
5ALV	A/L Vacation	
5ANS	A/L Sick	
5ASO	Sick Leave (old)	
5CLJ	Court Leave Jury Duty	
5CLW	Court Leave - Witness Duty	
5CTF	Fire 8 Hour Comp Taken	
5CTP	Comp Time Taken – School Volunteer	
5CTS	Comp Time Hours Taken Sick	
5CTT	Comp Time Taken	
5CYT	Cycle Time Taken	
5DLF	Discretionary Leave – Furlough	
5DLN	Disaster Leave – Non Reimbursable	
5DLR	Discretionary Leave - Disaster	
5DLS	Discretionary Leave - Standby	

EXHIBIT B
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EARNING CODE	EARNING CODE TITLE	EFFECTIVE DATE (New Codes)
A401	401A Defined Contribution Mandatory	7/1/09
AACA	Regional Academy Uniform Allowance Police Dept	
AADO	Retro Addon Overtime Pay	
AADT	Retro Addon Time Dependent Adjustment	
ABEA	Beach Enforcement Uniform Allowance	
ABGW	Bid to Goal Pay Water	
ABIK	Bike Patrol Uniform Allowance	
ABOT	Boating Uniform MEA – Lifeguards	
ABTG	Bid to Goal Pay	
ACAN	Canine Uniform Allowance	
ACAR	City Business Vehicle	
ACMN	Mileage Adjustment – Non Taxable	
ACMT	Mileage Adjustment – Taxable	
ACSH	FBP Cash Option	
ACSR	Crime Scene Response Pay	
ADCA	DCAA DROP 3.2% Pay Reduction	
ADE1	FBP Dependent / Child Care Reimbursement (Auditor's Fiscal Year Use Only)	
ADEP	FBP Dependent / Child Care Reimbursement	
ADIG	Disinterment Pay	
ADM1	FBP Dental / Medical / Vision Reimbursement (Auditor's Fiscal Year Use Only)	
ADMV	FBP Dental / Medical / Vision Reimbursement	
AEIC	Advance Earned Income Credit	
AFBN	Flexible Benefit Adjustment – Non Taxable	
AFBT	Flexible Benefit Adjustment - Taxable	
AFEM	Female Uniform Allowance MEA Lifeguard	
AGRD	Color Guard Uniform Allowance POA	4/18/09
AHAR	Harbor Patrol Uniform Allowance	
AHEL	Helicopter Uniform Allowance MEA Lifeguard	
AHIR	Health Insurance Refund	
AHOR	Horse Patrol Uniform Allowance	
AHVV	Heavy Rescue Uniform Local 145	
AILF	Industrial Leave - FIT Adjustment	
AILS	Industrial Leave - SIT Adjustment	
AINI	Interest on Retro Pay Adjustment	
AIUN	Initial Uniform Allowance	
AMEA	MEA Grievance Settlement	10/18/08
AMED	Medicare Refund Adjustment	
AMOT	Motorcycle Squad Uniform Allowance	
AMOV	Moving Allowance Accountable Plan	
AMOX	Moving Allowance Non-accountable Plan	
AMRO	Retro Merit Increase Overtime Pay	
AMST	MAST Uniform Local 145	
ANEG	POA Negotiated Leave Payment	

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EARNING CODE	EARNING CODE TITLE	EFFECTIVE DATE (New Codes)
ANLG	Negotiated Leave Payment	
ANTE	Nontaxable Earning Adjustment	
AOTP	Retro Overtime Pay	
APAY	Retro Pay Adjustment – Not Pensionable	
APCB	Paramedic Certification Bonus	
APCR	Paramedic Certification Cost Reimbursement	
APFP	Pay for Performance	
APFW	Pay for Performance Water	
APOA	POA DROP 3.2% Pay Reduction	
APPA	Pay for Performance – Administration	
APPC	Pay for Performance – Collections	
APPE	Pay for Performance – Engineering	
APPO	Pay for Performance – Operations	
APPP	Pay for Performance – Program Management	
APPS	Pay for Performance – Services / Contract	
APPT	Pay for Performance – Technical Services	
APRK	Parking Adjustment	
AROC	Retro OCA Overtime Pay	
ARUN	Retro Uniform Allowance	
ASRA	MEA Gen & Lifgd Sfty Pay Reduction	7/1/09
ASRB	Unclass Fire Sfty Pay Reduction	7/1/09
ASRD	Police Pay Reduction	7/1/09
ASRY	Unclass/Unrep Pay Reduction	7/1/09
ASTR	STAR Uniform Allowance Local 145	
ASWA	SWAT Uniform Allowance	
ATOO	Tool Allowance	
ATUN	Tuition Reimbursement Non-Taxable	
ATUT	Tuition Reimbursement Taxable	
AUNI	Uniform Allowance	
AUSR	US&R Uniform Allowance Local 145	
AUTO	Auto Allowance	
AVLT	Voluntary Time Off Spread Gross Adjust	
FLSA	FLSA OT Pay	
FLSM	FLSA Manual Adjustment	
L127	L127 1.9% Refund	11/29/08
M01N	January Non-taxable Mileage Reimbursement	
M01P	January Parking Reimbursement	
M01T	January Taxable Mileage Reimbursement	
M02N	February Non-taxable Mileage Reimbursement	
M02P	February Parking Reimbursement	
M02T	February Taxable Mileage Reimbursement	
M03N	March Non-taxable Mileage Reimbursement	
M03P	March Parking Reimbursement	
M03T	March Taxable Mileage Reimbursement	
M04N	April Non-taxable Mileage Reimbursement	

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EARNING CODE	EARNING CODE TITLE	EFFECTIVE DATE (New Codes)
M04P	April Parking Reimbursement	
M04T	April Taxable Mileage Reimbursement	
M05N	May Non-taxable Mileage Reimbursement	
M05P	May Parking Reimbursement	
M05T	May Taxable Mileage Reimbursement	
M06N	June Non-taxable Mileage Reimbursement	
M06P	June Parking Reimbursement	
M06T	June Taxable Mileage Reimbursement	
M07N	July Non-taxable Mileage Reimbursement	
M07P	July Parking Reimbursement	
M07T	July Taxable Mileage Reimbursement	
M08N	August Non-taxable Mileage Reimbursement	
M08P	August Parking Reimbursement	
M08T	August Taxable Mileage Reimbursement	
M09N	September Non-taxable Mileage Reimbursement	
M09P	September Parking Reimbursement	
M09T	September Taxable Mileage Reimbursement	
M10N	October Non-taxable Mileage Reimbursement	
M10P	October Parking Reimbursement	
M10T	October Taxable Mileage Reimbursement	
M11N	November Non-taxable Mileage Reimbursement	
M11P	November Parking Reimbursement	
M11T	November Taxable Mileage Reimbursement	
M12N	December Non-taxable Mileage Reimbursement	
M12P	December Parking Reimbursement	
M12T	December Taxable Mileage Reimbursement	
MOOT	Out of Town Mileage Reimbursement	
MOTT	Out Of Town Mileage Reimbursement	
OFHP	Fire Holiday Premium Rate Pay	
OTP	Overtime Pay at Premium	
OTS	Overtime Pay at Straight	
TLVT	Termination Voluntary Leave Payback	
TNLG	Termination Negotiated Leave Payoff	
TTD	Total Temporary Disability Adjustments	
TVLT	Termination Voluntary Leave Pay Back	
1AA1	Automobile Allowance - \$800	
1AA2	Automobile Allowance - \$475	
1AA3	Automobile Allowance - \$300	
1AA4	Automobile Allowance - \$400	
1AOL	Air Operations Pay - Temporary (Time Dependent)	
1AOT	Air Operations Pay - Temporary L145 (Time Dependent)	
1BIT	Bilingual Pay - Temporary (POA)	
1BTM	Bilingual Pay - Temporary (MEA)	
1CLB	Class A/B Driver's License - MEA - L127 (Time Depend)	
1DTT	Dispatcher Training Pay (Temporary) (Time Dependent)	

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EARNING CODE	EARNING CODE TITLE	EFFECTIVE DATE (New Codes)
1ESS	Special Shift Differential for Engineers (Time Dependant)	
1K9A	Canine Care Pay	
1LPA	Lead Paint Abatement	
1MCC	Motorcycle Care Pay	
1MSY	MAST Pay – Temporary Local 145 (Time Dependent)	
1PDB	Police Dispatch Bilingual Pay (Temporary)	
1PMT	Paramedic Premium Pay - (Temporary) (Time Dependent)	
1PTT	Paramedic Training Officer-Temp (Time Dependent)	
1RRT	River Rescue Team - 4/16-11/14 (Time Dependant)	
1SBP	Standby Pay	
1SDE	Senior Data Entry Operator Duties (Time Dependant)	
1SDT	Sanitation Driver - 1 Person –(Time Dependent)	
1SMA	Sewer Maintenance Assignment Pay (Time Dependent)	
1VCT	Vector Control Technical Certification Pay (Time Dependent)	
5CYR	Red 'A' Cycle Time Taken	
5FFT	Failed Shift Trade	
5LT1	LTD Social Security Adjustment	
5LT2	LTD Retirement Income Adjustment	
5LT3	LTD Workers Compensation Adjustment	
5LT4	LTD Other Income Adjustment	
5LT5	LTD Retro Payment Adjustment	
5LTD	Long Term Disability Benefit	
6ALP	Annual Leave / Pay-In-Lieu	
6CCP	COMP Time Conversion to Pay	
6CTP	Cycle Time Conversion to Pay	
6EHI	Executive Health Insurance	
6ELI	Executive Life Insurance	
6FCC	Fire 8HR Comp Conversion to Pay	
6HLC	Holiday Conversion to Pay	
6PLI	Portable Life Insurance Imputed	
6PPP	Exceptional Performance Pay – Classified	
6PPU	Exceptional Performance Pay – Unclassified	
7TAL	Termination Pay – Annual Leave	
7TCT	Termination Pay – COMP TIME	
7TFC	Termination Pay – Fire 8 hour COMP	
7TFF	Termination Pay – Fire Holiday	
7TFH	Termination Pay – Floating Holiday	
7TFS	Termination Pay – Fire Shift Trade	
7TLC	Termination Pay – Cycle Time	
7TLE	Termination Leave – Retiree – Extended DROP	
7TLO	Termination Pay – Sick Leave	
7TPA	Pay Period Advance Collection	
8CET	COMP TIME Earned	
8CTE	Cycle Time Earned	

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8CTR	Red 'A' Cycle Time Earned	
8CUP	COMP TIME Premium Earned	
8FLC	FLSA COMP TIME Earned	
8FST	Fire Shift Trade Earned	
9EML	Leave Without Pay - Extended Military Leave	
9EMM	Leave Without Pay - Extended Military Leave 2001	
9FML	Family Leave Without Pay	
9LAS	Authorized Leave Without Pay – School Volunteer	
9LAU	Authorized Leave Without Pay	
9LCS	Leave W/O Pay CSC Approved	
9LSK	Authorized Leave W/O Pay – Sick	
9LUA	Unauthorized Leave W/O Pay	
9PDA	Pregnancy Disability Act (Unpaid)	
9RED	Unauthorized Leave W/O Pay – System generated	
9REH	Rehabilitation	
9RWC	Worker's Compensation	
9SPI	Suspension Pending Investigation	
9SPR	Suspension Regular	
9VOL	Voluntary Leave Without Pay	